

## Superintendent Search Survey

The School Board of Proctor Public Schools is conducting a search for its next superintendent, and the Minnesota School Boards Association (MSBA) has been contracted to assist with the search. Stakeholder input is now being requested, and MSBA will summarize and provide an overview of comments for presentation to the School Board (all responses to the survey will remain anonymous). Information from this survey will provide valuable input for the Board to consider as they move forward in selecting the next superintendent. Please complete and return this survey by December 8, 2021, to the District office at 131 Ninth Ave., Proctor, MN 55810. Thank you for your participation!

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Please select the title or role that best reflects the underlying basis or foundation for your responses. Use only one response.

<input type="checkbox"/>	Business Owner/Agriculture
<input type="checkbox"/>	Community Member
<input type="checkbox"/>	Parent/Guardian
<input type="checkbox"/>	Staff Member
<input type="checkbox"/>	Student
<input type="checkbox"/>	Other (please specify)

Read the list provided below. From this list, **choose the top six areas of expertise** you believe the next superintendent must possess. Leave the remaining choices blank.

<input type="checkbox"/>	Budget and Finance
<input type="checkbox"/>	Business Partnerships
<input type="checkbox"/>	Collaborative Leadership
<input type="checkbox"/>	Contract Administration and Negotiations
<input type="checkbox"/>	Cultural Competence
<input type="checkbox"/>	Curriculum Development/Evaluation
<input type="checkbox"/>	Declining/Increasing Enrollment
<input type="checkbox"/>	Diversity, Equity and Inclusion
<input type="checkbox"/>	Fundraising/Grant Writing
<input type="checkbox"/>	Oversight Special Education
<input type="checkbox"/>	Personnel Management
<input type="checkbox"/>	Public Relations
<input type="checkbox"/>	School Facility Oversight
<input type="checkbox"/>	School Reform (i.e., strategic planning, etc.)
<input type="checkbox"/>	Student Testing Results and Achievement
<input type="checkbox"/>	Support Services
<input type="checkbox"/>	Technology

Read the list provided below. From this list, **choose the top six most important traits or skills** the next superintendent must possess. Leave the remaining choices blank.

	A "people person" with proven abilities in human relations and communications
	A visionary, creative thinker
	Acts with honesty and in an ethical manner with the School Board, staff, and community
	Delegates authority while maintaining accountability
	Develops and directs an effective leadership team
	Develops trust and works collaboratively with diverse groups of stakeholders
	Effectively mediates and accommodates different perspectives; values teamwork
	Experience in fundraising and/or grant writing
	Experience in implementing educational priorities
	Experience in managing transition
	Experience in school district management practices
	Experience in school finance
	Familiar with state and federal education laws
	Follows the School Board's chosen educational philosophy which reflects the community's values
	Keeps up on changes in legislation and helps the School District engage the legislative process
	Knowledge of and experience with equity leadership challenges and opportunities
	Knowledge of and experience with negotiations and the collective bargaining process
	Knowledge of and experience with special ed needs and/or a diverse student body
	Knowledge of technology and web-based education curricula
	Maintains a good working relationship with the media
	Possesses a strong academic background with experience in curriculum
	Promotes business and community involvement in schools
	Provides written, understandable administrative procedures that implement School Board policy
	Understands the effects of poverty on student learning and achievement
	Uses curriculum and other resources to improve test scores
	Visible and accessible to the School Board, staff, students, parents, and community
	Works cooperatively with the School Board; provides options and recommendations

It is important that the next superintendent have previous experience as a superintendent:

Yes \_\_\_\_\_ No \_\_\_\_\_

Read the list provided below. From this list, **choose the top six personal characteristics** you believe the next superintendent must have. Leave the remaining choices blank.

	Confident
	Consistent
	Creative
	Effective Communicator
	Empathetic
	Enthusiastic
	Flexible
	Honest and Ethical
	Inclusive
	Influential
	Intellectual
	Personable
	Problem Solver
	Resourceful
	Sense of Humor
	Tenacious
	Transparent

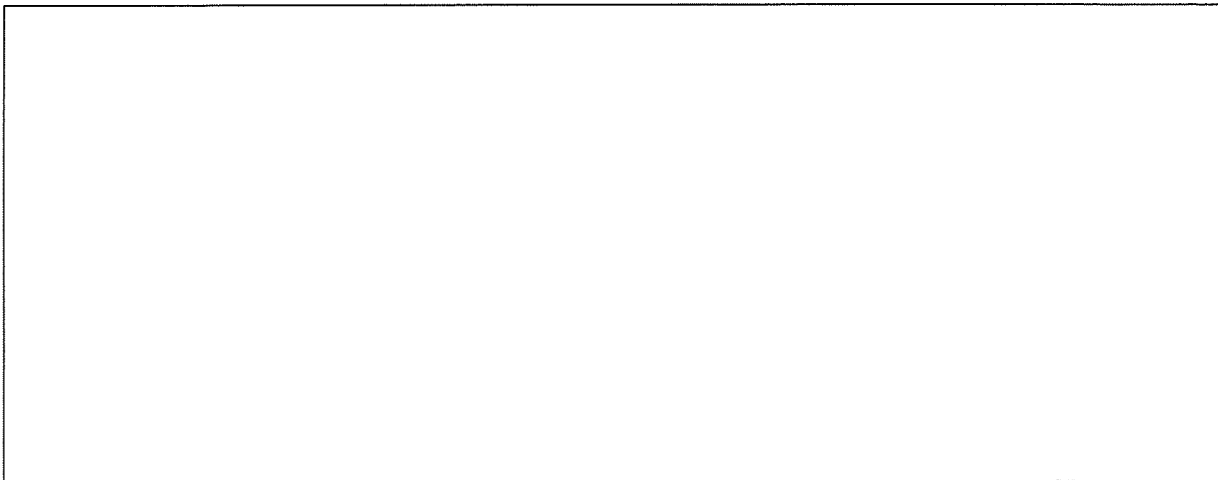
**Please read and respond to the following questions:**

1. What are some of the good things taking place in Proctor Public Schools today?

2. What challenges do you see ahead for the District over the next five years?

3. What does the new superintendent need to know about the history of the school district and community in order to be successful?

Please limit any additional comments to the space provided below:

A large, empty rectangular box with a thin black border, intended for additional comments. It occupies the lower half of the page.

*Please call Barb at 507-508-5501 if you have any questions regarding this survey. Thank you!*